

Matrix: The Pathways Programs for Students and Recent Graduates

Components of Programs	The Pathways Programs		
	Internship	Recent Graduate	Presidential Management Fellows
Purpose			
Career Exploration	✓	✓	N/A
Career Development	N/A	✓	✓
Leadership Development	N/A	N/A	✓
Classification			
General Schedule	✓ -99 series	✓ Appropriate series	✓ Appropriate series
Federal Wage System	✓ -01 series	✓ Appropriate series	✓ Appropriate series
Qualifications			
OPM qualification	✓	✓	✓
Agency-specific qualification	✓	N/A	N/A
Use Superior Academic Achievement	✓	✓	✓
Up to GS-11	✓	✓ i	✓
Up to GS-12	N/A	✓ ii	✓
Assessments			
Use valid job-related assessments	✓	✓	✓
Assess minimum qualification only ⁱⁱⁱ	✓	N/A	N/A
Use of ACWA (optional)	✓	✓	N/A
OPM conducts assessments	N/A	N/A	✓
Participant Eligibility			
Currently enrolled at half-time	✓	N/A	N/A
Degree completed	N/A	✓	✓
Advanced degree required	N/A	N/A	✓
Apply within two-years of completing degree	N/A	✓ Exception for certain preference eligibles	✓ iv
Agency Requirements			
Participant Agreement	✓	✓	✓
Individual Development Plan	✓	✓	✓
Mentor	N/A	✓	✓
Formal training (40 hours)	N/A	✓ Over duration of the Program	N/A
Formal training (80 hours per year)	N/A	N/A	✓ Over duration of the Program

Matrix: The Pathways Programs for Students and Recent Graduates

Components of Programs	The Pathways Programs		
	Internship	Recent Graduate	Presidential Management Fellows
Rotational assignment required	N/A	N/A	✓
Appointment Types			
Temporary	✓	N/A	N/A
Indefinite	✓	N/A	N/A
1-year program	N/A	✓	N/A
2-year program	N/A	✓ With OPM approval	✓
Opportunity for Conversion^v			
Complete all degree requirements	✓	N/A	N/A
Complete 640 hours of work (Up to 320 hours can be waived for outstanding academic achievement and exceptional job performance)	✓	N/A	N/A
Complete 1-year program requirements	N/A	✓	N/A
Complete 2-year program requirements	N/A	✓	✓
Meet qualifications of the job	✓	✓	✓
Approval of Executive Review Board (ERB) required	N/A	N/A	✓
Public Notification			
Public notice required	✓	✓	✓
Post on USAJOBS	✓	✓	✓ OPM posts notification
Fair and open competition	✓	✓	✓
Required in Announcement			
Position title	✓	✓	✓
Position series	✓	✓	✓
Position grade	✓	✓	✓
Position location	✓	✓	✓
How to apply	✓	✓	✓
Reasonable Accommodation statement	✓	✓	✓
Information on how to claim veterans' preference	✓	✓	✓

Matrix: The Pathways Programs for Students and Recent Graduates

Components of Programs	The Pathways Programs		
	Internship	Recent Graduate	Presidential Management Fellows
Managing Applicant Flow			
Limit open period ^{vi}	✓	✓	N/A
Limit number of applications ^{vii}	✓	✓	N/A
Require specific duty location	✓	✓	N/A
Require maintenance of good academic standing	✓	N/A	N/A
References			
5 CFR <ul style="list-style-type: none"> Part 213—General provisions about Schedule D of the excepted service are codified in 5 CFR 213.3402 Part 302—Addresses hiring in the excepted service, explains how Pathways candidates may be evaluated, how selections can be made, and how veterans' preference applies Part 315—Addresses the non-competitive conversion to the competitive service Part 362—Addresses General Provisions and the individual Pathways Programs <ul style="list-style-type: none"> Subpart A - General Provisions Subpart B - Internship Program Subpart C - Recent Graduates Program Subpart D - Presidential Management Fellows Program 			
Resources			
OPM Policy Sections on OPM.gov	Classification and Qualifications Hiring Authorities, Students and Recent Graduates		

ⁱ STEM, Scientific, and Professional Research Positions only at GS-11

ⁱⁱ Scientific and Professional Research Positions only at GS-12

ⁱⁱⁱ When using this type of assessment, agencies must follow procedures under 5 CFR 302.304(b)(5).

^{iv} Eligibility is based on completion of degree requirements by August 31st of the following year of the annual application.

^v Agencies may elect not to convert a Program participant who has completed all Program requirements.

^{vi} Refer to the Delegated Examining Operations Handbook for specific guidance.

^{vii} Refer to the Delegated Examining Operations Handbook for specific guidance.